











# NewsExtra

2 September 2024

## ACT Independent Schools Teachers – Not There Yet!

Your union met twice in August with the AIS, the bargaining representative of independent schools. A summary of key issues and the positions of the parties in the bargaining is as follows:

Association of Independent Schools (AIS)	IEU
<b>Pay</b>	
<ul style="list-style-type: none"> <li>Feb 2025 – a new pay scale 6% above ACT Directorate teacher pay rates as at June 2025; plus</li> <li>3.5% in Feb 2026; and</li> <li>3% in Feb 2027.</li> </ul> No pay scale has been provided by the AIS but AIS has stated that ACT schools will adopt 8-step pay scale.	 Requires further consideration. We will wait for the AIS to provide us with the pay scale.
Band 3 Experienced teachers to receive the Step 2.5 (top of scale) pay rate but will not receive the new 'Accomplished Teacher' allowance unless they have completed the ISTAA process.	 Not agreed
AIS has proposed a translocation from the existing Standards, Hybrid and Steps MEAs' pay model to the new 7-steps pay scale.	 Requires further discussion – current proposal unclear.
<b>Promotion positions</b>	
Teachers receiving Leadership Levels 2, 3 and 4 allowances will not get the 'Accomplished Teacher' allowance even if they have completed the ISTAA process. ACT promotions rates yet to be confirmed.	 Requires further discussion
<b>Parental leave</b>	
Paid parental leave will be recognised as service for the purposes of leave accruals and progression.	
Paid parental leave is now available to all teachers and non-initial primary carers will have access to 12 weeks paid leave after the initial primary carer returns to work or study.	
Paid parental leave for the initial primary carer will attract superannuation.	
Paid parental leave will continue to include non-term time.	
<b>Personal/carer's leave</b>	
AIS is seeking to remove the 15 days of personal leave granted up front on starting at a new school.	
<b>School-based standards</b>	
AIS has rejected our claim that schools should tell you the normal expectations at your school including number of face-to-face teaching hours of a full-time teacher, extras in secondary schools, release from face-to-face in primary schools, release for promotion positions, etc.	 Not reasonable to keep work expectations a secret – you should know the normal workload expectations at your school